

# DEPARTMENT OF ENERGY

Nevada Operations Office  
(DOE/NV)

**Performance Evaluation and Measurement Plan  
for  
Bechtel Nevada  
Contract DE-AC08-96NV11718**



**Performance Period:  
October 1, 2000, through September 30, 2001**

Kenneth W. Powers

**Kenneth W. Powers  
Contracting Officer**

9/29/00

**Date**

**FY 2001 DOE/NV PERFORMANCE EVALUATION AND MEASUREMENT PLAN  
BECHTEL NEVADA - CONTRACT NUMBER DE-AC08-96NV11718**

**10-1-01**

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**1. INTRODUCTION**

This Performance Evaluation and Management Plan (PEMP), developed in accordance with Manual NV M 210.X, "Contractor Performance Administration," which defines the DOE Nevada Operations Office (DOE/NV) approach in evaluating, documenting, and providing Performance Fee to Bechtel Nevada (BN) in the execution of requirements defined in Contract DE-AC08-96NV11718 for Fiscal Year (FY) 2001. This PEMP is for the period of performance from October 1, 2000, through September 30, 2001.

**A. PEMP Objectives**

1. Provide DOE/NV with a mechanism to achieve its highest priority objectives;
2. Incentivize BN to accomplish DOE/NV's management and program objectives through the establishment of critical performance objectives, measures, and expectations;
3. Reward BN with fee commensurate with the achievement of the specific DOE/NV performance requirements;
4. Create an administratively efficient process to assess BN's performance;
5. Provide a fair and reasonable basis for determining the amount of fee earned; and
6. Create a process that ensures BN's work efforts are executed in a manner that provides high value deliverables to DOE/NV.

**B. Fee Concept**

Performance-based management contracting principles emphasize results-oriented work statements, and performance objectives, measures, and expectations to incentives contractors to achieve excellent performance. DOE/NV implements performance-based management contracting principles through processes associated with Strategic Planning, Budget Formulation, Budget Execution, and Performance Evaluation. These processes, defined in the "Integrated Management Schedule," PI 97-008, consist of strategic planning, developing performance objectives, defining work scope through the Task Planning Process, and evaluating results against a baseline to measure progress.

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**B. Fee Concept Continued**

Much of the work performed by BN is in support of the operations and maintenance of the Nevada Test Site and research and development efforts. Because of the nature of this work, DOE/NV utilizes performance fee to incentives and reward BN for performance. Performance Fee consists of two components: an incentive fee component which provides management focus and emphasis on DOE/NV's critical few management and program objectives, and an award fee component which provides management focus on all other aspects of BN's performance such as overall management acumen, customer service, problem solving, et al.

The PEMP is developed for the entire FY and a formal change control process is used for making changes throughout the year. The PEMP includes the incentive fee scorecards and one award fee scorecard. Based on these scorecards, an assessment of BN's performance is completed at the end of the two 6-month performance periods: October 1 through March 31, and April 1 through September 30 of each FY.

**II. ORGANIZATIONAL STRUCTURE FOR PERFORMANCE FEE ADMINISTRATION**

The effectiveness of this PEMP requires the establishment of close working relationship between DOE/NV, DOE Headquarters (DOE/HQ), the National Laboratories and other customers, and BN because all entities are responsible for successful implementation of the plan and successful completion of DOE/NV's significant management and program objectives.

**A. Fee Determining Official**

The FDO is the DOE Deputy Administrator for Defense Programs (DP-1) and is responsible for determining the award fee earned and payable for each semiannual evaluation period.

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**B. Award Fee Board**

The AFB membership consist of the DOE/NV Manager (as the chairperson); the DOE/NV Deputy Manager; the DOE/NV Deputy Manager for Test and Operations; and DOE/NV Assistant Managers for Business and Financial Services, Environmental Management, National Security, Public & Institutional Affairs, and Technical Services. The DOE/NV Chief Counsel serves as Legal Advisor to the AFB. The DOE/NV Director, Contracts Management Division, serves as the Contractual Advisor to the AFB.

**C. Roles and Responsibilities**

**DOE/Headquarters**

- Serves as FDO.
- Provides program management and planning objectives.
- Reviews and comment on proposed performance measures and special emphasis areas.
- Reviews, evaluates and provides an assessment of BN's incentive fee and award fee performance.

**DOE/Nevada Operations Office**

**Manager**

- Designated as Head of Contracting Authority.
- Chairs the DOE/NV Executive Council.
- Provides key objectives.
- Recommends a fee position to the FDO.

**Contracting Officer**

- Approves the PEMP.
- Approves scorecards displaying completion and achievement of the performance measures and expectations and approves the earned fee.
- Approves changes to the PEMP.
- Executes modifications to the BN contract to incorporate the PEMP.

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**C. Roles and Responsibilities Continued**

**Executive Council**

- Develops the PEMP which reflects the incentive fee critical few performance measures and award fee expectations to achieve DOE/NV's management and program requirements.
- Participates in quarterly review meetings with BN senior management to discuss BN's progress and performance.
- Convenes as the Award Fee Board to evaluate BN's overall performance and recommend earned fee to the DOE/NV Manager.

**Assistant Managers**

- Assigns responsibilities to DOE/NV Division Directors to monitor and evaluate progress in completion of performance measures and award fee expectations.
- Reviews achievement of performance measures and award fee expectations by BN, as a member of the AFB.
- Conducts monthly meetings with BN counterparts to discuss performance progress and achievements.

**Contracts Management Division**

- Issues call letter for draft performance objectives, measures, and expectations for FY PEMP
- Submits draft PEMP to DOE/NV, DOE/HQ, and BN for review and comment.
- Consolidates, coordinates, and incorporates comments on the PEMP.
- Obtains appropriate concurrence and approvals of the PEMP.
- Prepare modification to the BN contract to incorporate by reference the approved PEMP.
- Assists the Contracting Officer with fee pool negotiations.
- Coordinates quarterly review meetings with DOE/NV senior management to discuss BN's progress and performance.
- Coordinates training for participants in the performance fee process.
- Issues call letter to DOE/NV and DOE/HQ for input to BN's award fee assessment.

**C. Roles and Responsibilities Continued**

**Division Directors**

- Review and critique progress reports by BN.
- Support monthly meetings with BN and customer counterparts to discuss performance progress and achievement.
- Review and evaluate achievement of performance measures as identified on the scorecard.
- Initiate PEMP Change Requests.
- Document and validate completion of performance measure expectations.
- Provide assessment on performance measures to the responsible Assistant Manager.

**Bechtel Nevada**

**General Manager**

- Partners with DOE/NV management to establish a working relationship that enables production of high value deliverables.
- Supports the development of the PEMP and enhances the process through the sharing of best practices and lessons learned.
- Assigns responsibilities to BN Assistant General Managers for achievement of performance measures and expectations.
- Participates in quarterly meetings with DOE/NV senior management to discuss BN's performance.
- Partners with DOE/NV management to conduct monthly meetings to discuss BN's performance progress and achievements.

**National Laboratories and Other Customers**

- Provide program performance expectations to the responsible Designated Official for consideration in developing the PEMP.
- Evaluate and provide input on achievement of incentive fee and award fee expectations to the responsible AM for consideration in BN's overall performance.

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**III. METHOD FOR DETERMINING PERFORMANCE FEE**

Work is executed in accordance with the Task Plans and performance is measured and monitored. The BN contract has two performance periods: October 1 through March 31, and April 1 through September 30. All incentive fee and award fee performance elements will be evaluated twice per year consistent with the two performance periods.

**A. Development of Performance Measures**

**1. Performance Based Incentives**

Based on DOE/NV's strategic vision and DOE/HQ program management and planning objectives, the Executive Council develops and documents draft performance objectives and performance measures; see Attachment B for FY 2001 Performance Based Incentive scorecards. To ensure a broad representation of input to the development process, each Assistant Manager (AM) defines significant strategic initiatives within their respective organizations as proposed performance objectives and measures. The National Laboratories and other customers also provide input through the responsible AM. Once the proposed performance measures and objectives have been identified, DOE/NV Senior Management and DOE/HQ Principle Secretarial Office Representatives take into consideration the various initiatives and determines the proposed critical few performance measures needed to achieve critical management and program objectives. The rationale for selection of the proposed performance objectives and performance measures is documented and proposed fee weights are assigned by Executive Council.

It is anticipated that 5 to 10 performance measures will be identified as the critical few. Considerations in the development of the critical few performance measures and the fee weights include the following:

- Relationship to DOE/NV's Strategic Plan
- Programmatic Issues and Concerns
- Desired Changes in Contractor Culture
- Work Scope Estimated Cost vs. Proposed Fee and Weight
- Customer Expectations
- Challenging Expectations



**2. Award Fee**

The Executive Council develops and documents draft Special Emphasis Areas (SEA) (see Attachment C) for award fee consideration. To ensure a broad representation of input to the development process, each Assistant Manager (AM) defines significant strategic initiatives within their respective organizations as SEAs. The National Laboratories and other customers also provide input through the responsible AM. Once the SEAs have been identified, DOE/NV Senior Management and DOE/HQ Principle Secretarial Office Representatives take into consideration the various initiatives and determines the proposed critical few SEAs needed to achieve critical management objectives.

Evaluation of Award Fee includes but is not limited to the SEAs. Award Fee also recognizes all other contract efforts not given incentive fee consideration. This includes but is not limited to: Management Practices, Communication, Customer Service, Organizational Management, and Financial Management. Consideration will also be given to complete and accurate technical information/products delivered in mutually agreed time frames that meet all applicable codes, standards, rules and orders.

**B. Approval of Performance Measures**

CMD obtains the necessary signatures on the performance measure scorecards and forwards them to the contracting Officer for approval. The approved performance measures are incorporated into the PEMP which sets forth the criteria upon which BN's performance will be evaluated for the current fiscal year.

**C. Changes to Performance Measures**

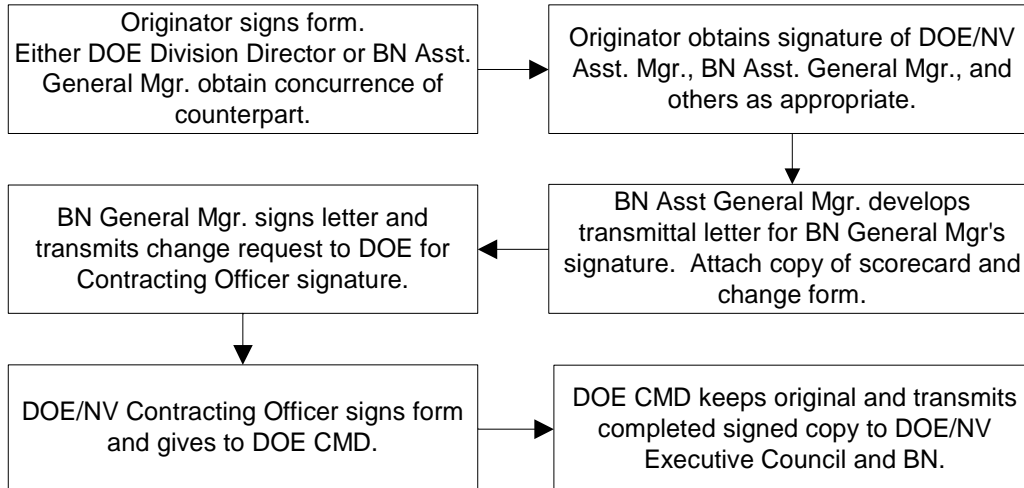
This PEMP may be modified by following the change control process described below. This change control process ensures that there is sufficient analysis and coordination by all involved parties prior to making any changes to performance measures or expectations. A flowchart depicting the preparation, review, and approval of the PEMP Change Request is shown in Figure 1.

Proposed changes to the PEMP may be initiated by either DOE/NV or BN. Changes may include, but are not limited to the following: delivery dates of milestones, milestone language, scope changes, and percentages assigned to performance measures.

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**Start**



**End**

**Figure 1, Flow Chart for PEMP Change Request**

**C. Changes to Performance Measures Continued**

The change control process also applies to any new performance measures or expectations proposed during the performance period.

A change to the PEMP may be initiated by a cognizant party of any organization (NV or BN) by documenting the change request on a "PEMP Change Request Form" (see Attachment D-1). The initiator coordinates with the appropriate BN or NV program counterpart defining the extent and nature of the change. The cognizant DOE/NV Division Director makes an assessment of the impact of the proposed change to other DOE/NV Division Director's programs. Those changes that affect other DOE/NV AM's programs require review and concurrence by other applicable AMs. For those changes that do not affect other DOE/NV AMs, the DOE/NV Division Director coordinates the change with DOE/NV CMD and obtains appropriate concurrence within his/her own AM organization. Upon completion of appropriate coordination, the DOE/NV Division Director submits the change for approval and signature to the DOE/NV Contracting Officer through the cognizant DOE/NV AM and the DOE/NV CMD.

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**C. Changes to Performance Measures Continued**

The DOE/NV Contracting Officer reviews and approves the PEMP Change Request. An informational copy of the approved change is provided to members of the Executive Council. Upon approval of a change request DOE/NV CMD generates and issues a revised scorecard. This revision would supersede the original scorecard.

**D. Monitoring Performance**

Performance monitoring is conducted through various means. Much of the information required to monitor performance is available from BN in the form of progress reporting. Confirmation of the data reported is achieved through monthly meetings/reviews to discuss performance/achievement, site visits, observations, appraisals, audits and walkthroughs.

**E. Method for Determining Fee**

The contractor agrees that the determination as to the amount of award fee earned will be made by the FDO and such determination is binding on both parties and shall not be subject to appeal under the "Disputes" clause or any other appeal clause.

**1. Award Fee**

Ten days prior to the end of the performance period, DOE/NV CMD requests comments from DOE/HQ and DOE/NV on BN's management effectiveness in meeting Award Fee Expectations. An assessment of BN's performance is prepared by each AM using the "Interim Award Fee Report Form" (see Attachment D-2) for the first and third quarter non-fee bearing evaluations and the "Award Fee Report Form" (see Attachment D-3) for the second and fourth quarter fee-bearing evaluations. The BN General Manager is given an opportunity to comment on the draft Award Fee scorecard, prior to the AFB assignment of a rating for FDO consideration.

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**E. Method for Determining Fee Continued**

**2. Incentive Fee**

During the 10 business days before the end of the performance period, the responsible DOE/NV Division Director determines progress, validates, and documents completion of performance measures and expectations using the "Performance Measures/Expectations Validation Form" (see Attachment D-4). The DOE/NV Division Director obtains the appropriate signatures. In turn, the AM forwards the scorecard and the validation sheets to Contracts Management Division (CMD).

Any disagreement between DOE/NV and BN regarding successful accomplishment of performance measures and expectations will be reviewed by a panel consisting of the responsible DOE/NV Line Manager, BN Line Manager, DOE/NV Assistant Manager and BN Deputy General Manager. If an agreement within the panel cannot be reached, the DOE/NV Manager and BN General Manager will review the matter with a final determination made by the DOE/NV Manager.

On the third Monday after the end of the performing period, BN senior management meets with the DOE/NV Executive Council to provide a self-assessment of BN's overall performance including accomplishments and areas of concern.

On the fourth Monday after the end of the performing period, the DOE/NV Executive Council convenes, as the award fee board, to review all incentive fee scorecards and develop a recommended Award Fee earned position for the FDO.

The DOE/NV Manager, as the HCA, informs the BN General Manager in writing, within sixty calendar days after the receipt of BN's self-assessment or seventy days after the end of the evaluation period, whichever is later, of the FDOs determination as to the amount of fee earned, and authorizes BN to draw down earned fee.

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**F. Award Fee Grading Scale**

In evaluating performance against Award Fee expectations the AFB will use the following grading scale to determine the overall grade and associated percentage of award fee earned.

<u><b>Award Fee Score</b></u>	<u><b>% Fee Earned</b></u>	
A	<b>90% - 100%</b>	Performance <i>substantially exceeded expected levels</i> . Several significant achievements exist but there are no significant areas requiring improvement.
B	<b>60% - 89%</b>	Performance <i>exceeds expected levels</i> . Some significant achievements exist but there are areas requiring improvement.
C	<b>30% - 59%</b>	Performance <i>meets expected levels</i> . There are no significant achievements and minimum standards were met. Many significant areas requiring improvement exist.
D	<b>01% - 29%</b>	Performance is <i>less than expected</i> . Many expectations were not meet and some adverse impacts on site operations occurred.
E	<b>0%</b>	Performance is <i>unacceptable</i> .

# **ATTACHMENTS**

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**ATTACHMENT A  
FY 2001 PERFORMANCE FEE WEIGHT DISTRIBUTION**

**INCENTIVE FEE**

**National Security** **34%**

NS01.1      Subcritical Experiments  
NS01.2      Experimental Diagnostics  
NS01.3      Experimental Facilities  
NS01.4      Emergency Response

**Environmental Management** **11%**

EM01-1      Environmental Management  
EM01-2      Hydrogeologic Wells  
EM01-3      WEF Operations

**Technical Operations** **15 %**

TOPS01-1    Removal of Assets/Enhance Asset Management  
TOPS01-2    Long Term ISM Maintenance

**Total Incentive Fee** **60%**

**AWARD FEE**

SEA 1	General Management	15%
SEA 2	Enhance Operational Safety Culture	2%
SEA 3	Reduce the Cost of Doing Business	10%
SEA 4	Strengthen Business Management Systems and Processes	2%
SEA 5	Enhance Security Activities	1%
SEA 6	Enhance Support for WFO Activities	2%
SEA 7	Maintain Capability to Support Resumption of Underground Testing	3%
SEA 8	Environmental Management Activities	2%
SEA 9	National Emergency Response Project Integration	1%
SEA 10	Site Development Plan	<u>2%</u>

**Total Award Fee** **40%**

**Total Fee Distribution** **100%**

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**ATTACHMENT B**

**PERFORMANCE BASED INCENTIVE SCORECARDS**

**NATIONAL SECURITY**

NS01-01	Subcritical Experiments
NS01-02	Experimental Diagnostics
NS01-03	Experimental Facilities
NS01-04	Emergency Response

**ENVIRONMENTAL MANAGEMENT**

EM01- 01	Environmental Restoration
EM01 -02	Hydrogeologic Wells
EM01- 03	WEF Operations

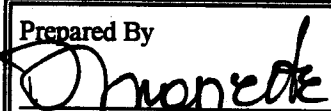
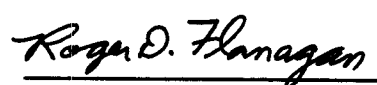
**TECHNICAL OPERATIONS**


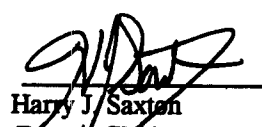
TOPS01 - 01	Removal of Assets/Enhance Asset Management
TOPS01 - 02	Long Term ISM Maintenance





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<b>NSO1-01</b>	<b>Available Fee \$1,970,000 10%</b>
<b>PBI FY 01 SCORECARD</b>	<b>Subcritical Experiments</b>
<b>Program Area</b>	<b>Program Performance</b>
<b>DP Program Element (s)</b>	<b>Campaigns Directed Stockpile Work</b>
<b>Strategic Objective Cross Reference/Goal</b>	<b>NS2 Science Based Stewardship Provide scientific understanding of the nuclear package of weapon systems to sustain ability to annually certify the nuclear weapon stockpile without underground nuclear testing.</b>

Prepared By 	<u>9-29-00</u> Date		<u>9-29-00</u> Date
Deborah D. Monette AM National Security		Roger D. Flanagan Assistant GM Stockpile Stewardship	

Concurred By 	<u>9/29/00</u> Date		<u>9-29-00</u> Date
Melody C. Bell Director CMD		Harry J. Saxton Deputy GM Programs	

Approved By 	<u>9/29/00</u> Date		<u>9/29/00</u> Date
Kenneth W. Powers Contracting Officer		Steven D. Liedle General Manager	

<b>Performance Objective</b>
Complete FY 2001 subcritical experiment (SCE) activities of the DOE Campaigns and Directed Stockpile Work.

<b>Performance Measure</b>
Demonstrate proficiency in achieving SCE programmatic objectives and effective project management ensuring cost effective and timely performance with quality results.

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**No. NSO1-01 Continued**

<b>Expectation 1</b>	<b>Available Fee - \$1,576,000</b>
<p>Develop major project milestones and deliverables of the SCEs and document in the DOE/NV approved Task Plans. Complete the FY 2001 major milestones and deliverables of the projects within the baseline established in the DOE/NV approved Task Plans.</p> <p><b>Validation Requirement</b> Completion of major milestones will be validated from observed project progress. BN will submit a quarterly summary of progress for Subcritical Experimental performance measures to DOE/NV.</p> <p><b>Fee Schedule</b> Expectation #1 will be evaluated semiannually. Available fee for Expectation #1 will be apportioned equally according to the number of major milestones and deliverables identified in the DOE/NV approved Task Plan.</p> <p>All major milestones and deliverables within the evaluation period must be met in order to earn for that period.</p> <p>Fee for major milestones and deliverables not met will not be available in subsequent periods. However, missed milestones and deliverables must be completed before fee can be earned on subsequent milestones and deliverables.</p>	

<b>Expectation 2</b>	<b>Available Fee - \$394,000</b>
<p>Complete the FY 2001 portion of the scope of work with a cumulative cost performance index (CPI) greater than or equal to .975.</p> <p><b>Validation Requirement</b> The cumulative CPI input will be submitted to DOE/NV at the end of each six month performance period.</p> <p><b>Fee Schedule</b> Expectation #2 will also be evaluated semiannually. Fifty percent of the fee for Expectation #2 will be available at mid-year and fifty percent at year end.</p>	

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No. NSO1-01Continued**

<b>Definition/Clarifications</b>	
CPI Cost Performance Index	$\frac{\text{Budgeted Cost of Work Performed}}{\text{Actual Cost of Work Performed}}$
<p>Approved DOE/NV Task Plans will be subject to configuration controls.</p> <p>BN will not be penalized for costs being impacted by external factors nor for approved trends not formalized into the baseline.</p>	

<b>Performance Achievement for Period Ending March 31, 2001</b> <i>Brief Narrative of Performance Achieved</i>		
DOE Division Director	_____	_____ Date
DOE Designated Official:	_____ Deborah D. Monette Assistant Manager for National Security	_____ Date
DOE/NV Contracts:	_____ Melody C. Bell Director CMD	_____ Date
Approved By:	_____ Kenneth W. Powers Contracting Officer	_____ Date

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**No. NS01-01 Continued**

**Performance Achievement for Period Ending September 30, 2001**

*Brief Narrative of Performance Achieved*

DOE Division Director \_\_\_\_\_

\_\_\_\_\_  
Date

DOE Designated Official:

\_\_\_\_\_  
Deborah D. Monette  
Assistant Manager for National Security

\_\_\_\_\_  
Date

DOE/NV Contracts:

\_\_\_\_\_  
Melody C. Bell  
Director CMD

\_\_\_\_\_  
Date

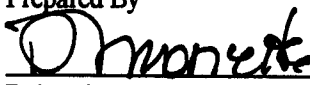
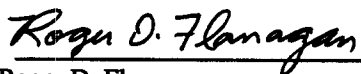
Approved By:



\_\_\_\_\_  
Kenneth W. Powers  
Contracting Officer



\_\_\_\_\_  
Date

**FY 2001 DOE/NV PERFORMANCE EVALUATION AND MEASUREMENT PLAN  
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<b>NS01-02</b>	<b>Available Fee     \$1,182,000     6%</b>
<b>PBI FY 01 SCORECARD</b>	<b>Experimental Diagnostic Development</b>
<b>Performance Area</b>	<b>Program Performance</b>
<b>Strategic Objective Cross Reference/ Goal</b>	<b>NS2 Science Based Stewardship Provide scientific understanding of the nuclear package of weapon systems to sustain ability to annually certify the nuclear weapon stockpile without underground nuclear testing.</b>
<b>DP Program Element(s)</b>	<b>Campaigns- Directed Stockpile Work-</b>

Prepared By 	<u>9-29-00</u> Date		<u>9-29-00</u> Date
Deborah D. Monette AM National Security		Roger D. Flanagan Assistant GM Stockpile Stewardship	

Concurred By 	<u>9/29/00</u> Date		<u>9-29-00</u> Date
Melody C. Bell Director CMD		Harry J. Saxton Deputy GM Programs	

Approved By 	<u>9/29/00</u> Date		<u>9/29/00</u> Date
Kenneth W. Powers Contracting Officer		Steven D. Liedle General Manager	

<b>Performance Objective 1</b>
<b>NTS Radiography Source Development</b>
Complete acquisition, assembly, and startup of the prototype radiographic source needed for Stallion and subsequent SCE diagnostics of the DOE Directed Stockpile Work and Campaigns.

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NS01-02 Continued**

<b>Performance Measure</b>
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Successfully complete the FY 2001 scope of work for NTS Radiography Source Development.
---

<b>Expectation 1</b>	<b>Available Fee - \$532,000</b>
----------------------	----------------------------------

Develop major NTS Radiography Source Development milestones and document in the DOE/NV approved Task Plans. Complete the FY 2001 major milestones within the baseline established the DOE/NV approved Task Plans

**Validation Requirement**

Completion of major milestones will be validated from observed project progress. BN will submit a quarterly summary of progress for NTS Radiography Source Development performance measures to DOE/NV.

**Fee Schedule**

Expectation #1 will be evaluated semi-annually. Available fee for Expectation #1 will be apportioned equally according to the number of major milestones identified in the DOE/NV approved Task Plan.

All major milestones and deliverables within the evaluation period must be met in order for fee to be earned.

Fee for major milestones and deliverables not met will not be available in subsequent periods. However, missed milestones and deliverables must be completed before fee can be earned on subsequent milestones and deliverables.

<b>Expectation 2</b>	<b>Available Fee - \$59,000</b>
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Complete the FY 2001 portion of the scope of work with a cumulative cost performance index (CPI) greater than or equal to .975.

**Validation Requirement**

The cumulative CPI input will be submitted to DOE/NV at the end of each six month performance period.

**Fee Schedule**

Expectation #2 will be evaluated semiannually. Fifty percent of the fee for Expectation #2 will be available at mid-year and fifty percent at year end.

**FY 2001 DOE/NV PERFORMANCE EVALUATION AND MEASUREMENT PLAN  
BECHTEL NEVADA – CONTRACT NUMBER DE-AC08-96NV11718  
NS01-02 Continued**

<b>Performance Objective 2</b>
--------------------------------

<b>High Energy Density Physics</b>
------------------------------------

Complete High Energy Density Physics (HEDP) activities identified in the DOE Campaigns.
---

<b>Performance Measure</b>
----------------------------

Successfully complete the FY 2001 scope of work for HEDP.
---

<b>Expectation 1</b>
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<b>Available Fee - \$532,000</b>
----------------------------------

Develop major High Energy Density Physics (HEDP) milestones and document in the approved DOE/NV Task Plans. Complete the FY 2001 major milestones within the baselines established in the approved DOE/NV Task Plans.
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<b>Validation Requirement</b>
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Completion of major milestones will be validated from observed project progress. BN will submit a quarterly summary of progress for HEDP performance measures to DOE/NV.
--

<b>Fee Schedule</b>
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Expectation #1 will be evaluated semi-annually. Available fee for Expectation #1 will be apportioned equally according to the number of major milestones identified in the DOE/NV approved Task Plan.
---

All major milestones and deliverables within the evaluation period must be met in order for fee to be earned.
---

Fee for major milestones and deliverables not met will not be available in subsequent periods. However, missed milestones and deliverables must be completed before fee can be earned on subsequent milestones and deliverables.
--

**FY 2001 DOE/NV PERFORMANCE EVALUATION AND MEASUREMENT PLAN  
BECHTEL NEVADA – CONTRACT NUMBER DE-AC08-96NV11718  
NS01-02 Continued**

<b>Expectation 2</b>	<b>Total Available Fee - \$59,000</b>
<p>Complete the FY 2001 portion of the scope of work with a cumulative cost performance index (CPI) greater than or equal to .975.</p> <p><b>Validation Requirement</b> The cumulative CPI input will be submitted to DOE/NV at the end of each six month performance period.</p> <p><b>Fee Schedule</b> Expectation #2 will be evaluated semiannually. Fifty percent of the fee for Expectation #2 will be available at mid-year and fifty percent at year end.</p>	

<b>Definition/Clarifications</b>	
CPI Cost Performance Index	$\frac{\text{Budgeted Cost of Work Performed}}{\text{Actual Cost of Work Performed}}$
<p>Approved DOE/NV task plans will be subject to configuration controls.</p> <p>BN will not be penalized for costs being impacted by external factors nor for approved trends not formalized into the baseline.</p>	

<b>Performance Achievement for Period Ending March 31, 2001</b>		
<i>Brief Narrative of Performance Achieved</i>		
DOE Division Director		
DOE Designated Official:	Deborah D. Monette Assistant Manager for National Security	Date
DOE/NV Contracts:	Melody C. Bell Director CMD	Date
Approved By:	Kenneth W. Powers Contracting Officer	Date



**DOE/NV PERFORMANCE EVALUATION AND MEASUREMENT PLAN**  
**BECHTEL NEVADA – CONTRACT NUMBER DE-AC08-96NV11718**  
**NS01-02 Continued**

**Performance Achievement for Period Ending September 30, 2001**

*Brief Narrative of Performance Achieved*

DOE Division Director		
		Date

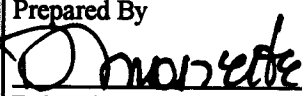

DOE Designated Official:		
	Deborah D. Monette Assistant Manager for National Security	Date

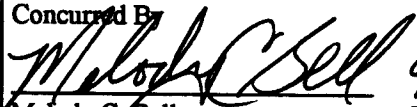
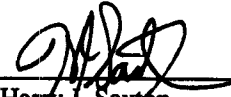
DOE/NV Contracts:		
	Melody C. Bell Director CMD	Date

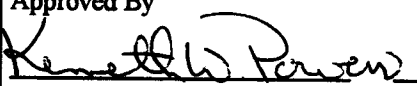
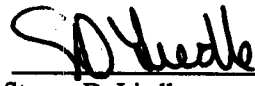
Approved By:		
	Kenneth W. Powers Contracting Officer	Date

**DOE/NV PERFORMANCE EVALUATION AND MEASUREMENT PLAN  
BECHTEL NEVADA – CONTRACT NUMBER DE-AC08-96NV11718**

<b>NS01-03</b>	<b>Available Fee    \$2,561,000                      13%</b>
<b>PBI FY 01 SCORECARD</b>	<b>Experimental Facilities</b>
<b>Performance Area</b>	<b>Program Performance</b>
<b>Strategic Objective Cross Reference/ Goal</b>	<b>NS3 Enterprise Vitality Ensure the physical infrastructure and facilities are operational, safe, secure, compliant and that a defined state of readiness is sustained at all needed facilities.</b>
<b>DP Program Element</b>	<b>Readiness in Technical Base and Facilities -</b>

Prepared By 	<u>9.29.00</u> Date		<u>9-29-00</u> Date
Deborah D. Monette AM National Security		Roger D. Flanagan Assistant GM Stockpile Stewardship	

Concurred By 	<u>9/29/00</u> Date		<u>9-29-00</u> Date
Melody C. Bell Director CMD		Harry J. Saxton Deputy GM Programs	

Approved By 	<u>9/29/00</u> Date		<u>9/29/00</u> Date
Kenneth W. Powers Contracting Officer		Steven D. Liedle General Manager	

<b>Performance Objective 1</b>
<b>U1a</b> Upgrade the U1a Complex for future subcritical experiments required by Directed Stockpile Work and Campaigns.
<b>Performance Measure</b>
Successfully complete the FY 2001 scope of work of the U1a Complex Upgrade project.

**DOE/NV PERFORMANCE EVALUATION AND MEASUREMENT PLAN  
BECHTEL NEVADA – CONTRACT NUMBER DE-AC08-96NV11718  
NS01-03 Continued**

<b>Expectation 1</b>	<b>Total Available Fee - \$492,500</b>
<p>Develop major milestones for the U1a Upgrade project and document in the approved DOE/NV Task Plans. Complete the FY 2001 major milestones of the project within the established baselines in the approved DOE/NV Task Plans.</p> <p><b>Validation Requirement</b> Completion of major milestones will be validated from observed project progress. BN will submit a quarterly summary of progress on U1a performance measures to DOE/NV.</p> <p>Expectation #1 will be evaluated semiannually. Available fee for Expectation #1 will be apportioned equally according to the number of major milestones identified in the DOE/NV approved Task Plan.</p> <p>All major milestones and deliverables within the evaluation period must be met in order for fee to be earned.</p> <p><b>Fee Schedule</b> Fee for major milestones and deliverables not met will not be available in subsequent periods. However, missed milestones and deliverables must be completed before fee can be earned on subsequent milestones and deliverables.</p>	

<b>Expectation 2</b>	<b>Total Available Fee - \$98,500</b>
<p>Complete the FY 2001 portion of the scope of work within the approved cost estimates in the approved DOE/NV Task Plan.</p> <p><b>Validation Requirement</b> Actual costs will be submitted to DOE/NV at the end of the fiscal year.</p> <p><b>Fee Schedule</b> Expectation #2, cost estimates and actual costs will be evaluated at the end of the fiscal year. Fee for Expectation #2 will be available at the end of the fiscal year.</p>	

**DOE/NV PERFORMANCE EVALUATION AND MEASUREMENT PLAN  
BECHTEL NEVADA – CONTRACT NUMBER DE-AC08-96NV11718  
NS01-03 Continued**

<b>Performance Objective 2</b>
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<b>JASPER</b>
---------------

Support startup and operation of the Joint Actinide Shock Physics Research (JASPER) facility for Primary Certification and Material Dynamics Campaign experiments utilizing a two-stage gas gun.
--

<b>Performance Measure</b>
----------------------------

Successfully complete the FY 2001 scope of work of the JASPER project.
--

<b>Expectation 1</b>
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<b>Total Available Fee - \$788,000</b>
--

Develop major milestones of the JASPER project and document in the DOE/NV approved Task Plans. Complete the FY 2001 major milestones of the project within the established baselines in the DOE/NV approved Task Plans.
---

<b>Validation Requirement</b>
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Completion of major milestones will be validated from observed project progress. BN will submit a quarterly summary of progress for JASPER performance measures to DOE/NV.
--

<b>Fee Schedule</b>
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Expectation #1 will be evaluated semiannually. Available fee for Expectation #1 will be apportioned equally according to the number of major milestones identified in the DOE/NV approved Task Plan.
--

All major milestones and deliverables within the evaluation period must be met in order for fee to be earned.
---

Fee for major milestones and deliverables not met will not be available in subsequent periods. However, missed milestones and deliverables must be completed before fee can be earned on subsequent milestones and deliverables.
--

<b>Expectation 2</b>
----------------------

<b>Total Available Fee - \$197,000</b>
--

Complete the FY 2001 portion of the scope of work within the approved cost estimates in the approved DOE/NV Task Plan.
--

**DOE/NV PERFORMANCE EVALUATION AND MEASUREMENT PLAN  
BECHTEL NEVADA – CONTRACT NUMBER DE-AC08-96NV11718  
NS01-03 Continued**

**Validation Requirement**

Actual costs will be submitted to DOE/NV at the end of the fiscal year.

**Fee Schedule**

Expectation #2 cost estimates and actual costs will be evaluated at the end of the fiscal year.  
Fee for Expectation #2 will be available at the end of the fiscal year.

**Performance Objective 3**

**Device Assembly Facility Glovebox**

Complete acquisition and installation and support startup and operation of the DAF Glovebox needed for Primary Certification and Material Dynamics Campaign experiments.

**Performance Measure**

Successfully complete the FY 2001 scope of work of the DAF Glovebox project.

**Expectation 1**

**Total Available Fee - \$788,000**

Develop major milestones of the DAF Glovebox project and document in the approved DOE/NV Task Plans. Complete the FY 2001 major milestones of the project within the established baselines in the DOE/NV approved Task Plans.

**Validation Requirement**

Completion of major milestones will be validated from observed project progress. BN will submit a quarterly summary of progress for DAF Glovebox performance measures to DOE/NV.

**Fee Schedule**

Expectation #1 will be evaluated semiannually. Available fee for Expectation #1 will be apportioned equally according to the number of major milestones identified in the DOE/NV approved Task Plan.

All major milestones and deliverables within the evaluation period must be met in order for fee to be earned.

Fee for major milestones and deliverables not met will not be available in subsequent periods. However, missed milestones and deliverables must be completed before fee can be earned on subsequent milestones and deliverables.

**DOE/NV PERFORMANCE EVALUATION AND MEASUREMENT  
BECHTEL NEVADA – CONTRACT NUMBER DE-AC08-96NV11718  
NS01-03 Continued**

<b>Expectation 2</b>	<b>Total Available Fee - \$197,000</b>
<p>Complete the FY 2001 portion of the scope of work within the approved cost estimates in the DOE/NV approved Task Plan.</p> <p><b>Validation Requirement</b> Completion of major milestones will be validated from observed project progress. Actual costs will be submitted to DOE/NV at the end of the fiscal year.</p> <p><b>Fee Schedule</b> For Expectation #2, cost estimates and actual costs will be evaluated at the end of the fiscal year. Fee for Expectation #2 will be available at the end of the fiscal year.</p>	
<b>Definition/Clarifications</b>	
<p>Approved DOE/NV task plans will be subject to configuration controls.</p> <p>BN will not be penalized for costs being impacted by external factors nor for approved trends not formalized into the baseline.</p>	

**DOE/NV PERFORMANCE EVALUATION AND MEASUREMENT  
BECHTEL NEVADA – CONTRACT NUMBER DE-AC08-96NV11718  
NS01-03 Continued**

**Performance Achievement for Period Ending March 31, 2001**

*Brief Narrative of Performance Achieved*

DOE Division Director \_\_\_\_\_

DOE Designated Official: \_\_\_\_\_  
Deborah D. Monette  
Assistant Manager for National Security  
Date

DOE/NV Contracts: \_\_\_\_\_  
Melody C. Bell  
Director CMD  
Date

Approved By: \_\_\_\_\_  
Kenneth W. Powers  
Contracting Officer  
Date

**Performance Achievement for Period Ending September 30, 2001**

*Brief Narrative of Performance Achieved*

DOE Division Director \_\_\_\_\_

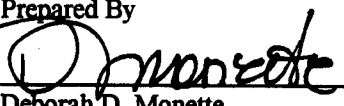
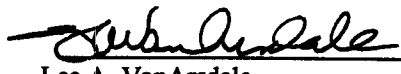
DOE Designated Official: \_\_\_\_\_  
Deborah D. Monette  
Assistant Manager for National Security  
Date



DOE/NV Contracts: \_\_\_\_\_  
Melody C. Bell  
Director, CMD  
Date

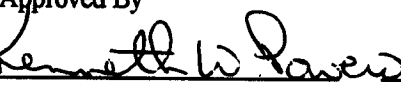
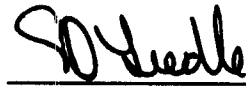
Approved By: \_\_\_\_\_  
Kenneth W. Powers  
Contracting Officer  
Date

**FY 2001 DOE/NV PERFORMANCE EVALUATION AND MEASUREMENT PLAN  
BECHTEL NEVADA – CONTRACT NUMBER DE-AC08-96NV11718**

<b>NSO1-04</b>	<b>Available Fee      \$985,000      5%</b>
<b>PBI FY 01 SCORECARD</b>	<b>National Emergency Response</b>
<b>Program Area</b>	<b>Program Performance</b>
<b>NV Strategic Objective</b>	<b>Improve efficiencies and enhance capabilities of the NTS for National Security Work</b>

Prepared By			
	<u>9/29/00</u>		<u>9/29/00</u>
Deborah D. Monette	Date	Lee A. VanArsdale	Date
AM National Security		Assistant GM National Security Response	

Concurred By			
	<u>9/29/00</u>		<u>9-29-00</u>
Melody C. Bell	Date	Harry J. Saxton	Date
Director CMD		Deputy GM Programs	

Approved By			
	<u>9/29/00</u>		<u>9/29/00</u>
Kenneth W. Powers	Date	Steven D. Liedle	Date
Contracting Officer		General Manager	

<b>Performance Objective</b>
Provide national emergency response programs and assets that are in a state of readiness and able to fulfill defined mission requirements

<b>Performance Measure</b>
Plan , and successfully demonstrate technical capability response for each of the DOE/NV rapid response teams once a year. Search Response Team (SRT), Nuclear Radiological Assessment Team (NRAT), Consequence Management Response Team (CMRT), and the Aerial Measuring System (AMS) Fixed-wing Team.



**FY 2001 DOE/NV PERFORMANCE EVALUATION AND MEASUREMENT PLAN  
BECHTEL NEVADA – CONTRACT NUMBER DE-AC08-96NV11718  
No. NSO1-04 Continued**

**Expectation**

Maintain DOE/NV rapid response teams assets and personnel, in a technically capable readiness state consistent with declared mission requirements. Maintain a robust technology integration system for these team assets and personnel to assure state-of-the-art capabilities within the scope of the DOE/HQ Work Authorization Statement.

**Validation Requirement**

The technical capability readiness will be evidenced through a “no-notice drill” for each team, which will be identified and evaluated by DOE/NV based on the following criteria.

- |   |  |        |
|---|--|--------|
| • | Notified within established time constraints.  | Yes/No |
| • | Arrived within established time constraints.   | Yes/No |
| • | Deployed within established time constraints.  | Yes/No |
| • | Operational within established time constraints.   | Yes/No |
| • | Demonstrated data collection and/or processing.  | Yes/No |
| • | Repackaged for redeployment and returned to home base within established time constraints. | Yes/No |
| • | Developed After Action Reviews and Reports.  | Yes/No |

**Fee Schedule**

Earned fee shall be paid at the end of the FY and determined by the number of criteria met:

<u>Number of Criteria Met</u>	<u>% of Available Fee Paid</u>
28	100%
24	75%
20	50%
16	25%
12 or less	0%

**FY 2001 DOE/NV PERFORMANCE EVALUATION AND MEASUREMENT PLAN**  
**BECHTEL NEVADA – CONTRACT NUMBER DE-AC08-96NV11718**  
**No. NSO1-04 Continued**

<b>Performance Achievement for Period Ending March 31, 2001</b> <i>Brief Narrative of Performance Achieved</i>		
DOE Division Director		Date
DOE Designated Official:	Deborah D. Monette Assistant Manager for National Security	Date
DOE/NV Contracts:	Melody C. Bell Director, CMD	Date
Approved By:	Kenneth W. Powers Contracting Officer	Date

<b>Performance Achievement for Period Ending September 30, 2001</b> <i>Brief Narrative of Performance Achieved</i>		
DOE Division Director		Date
DOE Designated Official:	Deborah D. Monette Assistant Manager for National Security	Date
DOE/NV Contracts:	Melody C. Bell Director, CMD	Date
Approved By:	Kenneth W. Powers Contracting Officer	Date

**FY 2001 DOE/NV PERFORMANCE EVALUATION AND MEASUREMENT PLAN  
BECHTEL NEVADA – CONTRACT NUMBER DE-AC08-96NV11718**

EM01-01	AVAILABLE FEE      \$985,000      5%
PBI FY 01 SCORECARD	Environmental Management
Program Area	Program Performance
NV Strategic Objective	Safely complete identified environmental management milestones to achieve compliance with regulatory requirements.

Prepared By <u>Richard D. Bell</u> <u>9/29/2000</u> Carl P. Gertz AM Environmental Management	<u>Susan K. Livarick</u> for <u>Paul W. Tomiczek</u> <u>9/29/00</u> Paul W. Tomiczek Assistant GM Environmental Management
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Concurred By <u>Melody C. Bell</u> <u>9/29/00</u> Melody C. Bell Director, CMD	<u>[Signature]</u> <u>9/29/00</u> Harry J. Saxton Deputy GM Programs
---	--

Approved By <u>Kenneth W. Powers</u> <u>9/29/00</u> Kenneth W. Powers Contracting Officer	<u>[Signature]</u> <u>9/29/00</u> Steven D. Liedle General Manager
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**Performance Objective**

Ensure that environmental management activities covered by regulatory agreements are completed in accordance with applicable regulatory requirements, and established EM project control system cost and schedule thresholds.

**Performance Measure**

All DOE/NV environmental management milestones leading to regulatory deadlines, as identified in DOE/NV approved Task Plans, are to be completed as identified in the DOE/NV approved Task Plans.

**FY 2001 DOE/NV PERFORMANCE EVALUATION AND MEASUREMENT PLAN  
BECHTEL NEVADA – CONTRACT NUMBER DE-AC08-96NV11718  
EM01-01 Continued**

<b>Expectation</b>
100% of the regulatory milestones identified in the DOE/NV approved Task Plans are completed within established safety, health, and regulatory criteria, and total aggregate cost and schedule task planning thresholds.
<b>Validation Requirements</b>
Notification of completion of milestones identified in the DOE/NV approved Task Plans will be by formal letter from DOE/NV to the contractor.
<b>Fee Schedule</b>
The proportion of the total fee available for this expectation in the first half of the period, is directly related to the proportion of regulatory milestones scheduled in the first half of the performance period. The remaining portion of the fee is available in the second half of the performance period. Proportions are based on the DOE/NV approved Task Plans in place as of March 31, 2001. Failure to earn the available fee in the first rating period does not affect BN's ability to earn the available fee in the subsequent rating period. There will be no carry over from the first rating period.

<b>Definitions/Clarifications</b>
<ul style="list-style-type: none"><li>• Approved DOE/NV Task Plans will be subject to configuration controls.</li><li>• BN will not be penalized for missed milestones impacted by external factors out of their control.</li></ul>

**FY 2001 DOE/NV PERFORMANCE EVALUATION AND MEASUREMENT PLAN  
BECHTEL NEVADA – CONTRACT NUMBER DE-AC08-96NV11718  
EM01-01 Continued**

**Performance Achievement for Period Ending March 31, 2001**

*Brief Narrative of Performance Achieved*

DOE Division Director \_\_\_\_\_ Date \_\_\_\_\_

DOE Designated Official:

\_\_\_\_\_  
Carl P. Gertz  
Assistant Manager for Environmental Management  
Date \_\_\_\_\_

DOE/NV Contracts:

\_\_\_\_\_  
Melody C. Bell  
Director, CMD  
Date \_\_\_\_\_

Approved By:

\_\_\_\_\_  
Kenneth W. Powers  
Contracting Officer  
Date \_\_\_\_\_

**Performance Achievement for Period Ending September 30, 2001**

*Brief Narrative of Performance Achieved*

DOE Division Director \_\_\_\_\_ Date \_\_\_\_\_

DOE Designated Official:

\_\_\_\_\_  
Carl P. Gertz  
Assistant Manager for Environmental Management  
Date \_\_\_\_\_

DOE/NV Contracts:

\_\_\_\_\_  
Melody C. Bell  
Director, CMD  
Date \_\_\_\_\_

Approved By:

\_\_\_\_\_  
Kenneth W. Powers  
Contracting Officer  
Date \_\_\_\_\_

**FY 2001 DOE/NV PERFORMANCE EVALUATION AND MEASUREMENT PLAN  
BECHTEL NEVADA – CONTRACT NUMBER DE-AC08-96NV11718**

EM01-02	AVAILABLE FEE                      \$788,000                      4%
PBI FY 01 SCORECARD	Hydrogeologic Wells
Program Area	Program Performance
NV Strategic Objective	Conduct hydrogeologic investigations to support ongoing Underground Test Area (UGTA) hydrogeologic modeling.

Prepared By <i>Richard D. Bell</i> Carl P. Gertz AM Environmental Management	<i>9/29/2000</i> Date	<i>Juan &amp; Wrenick for Paul W. Tomiczek</i> Paul W. Tomiczek Assistant GM Environmental Management	<i>9/29/00</i> Date
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Concurred By <i>Melody C. Bell</i> Melody C. Bell Director CMD	<i>9/29/00</i> Date	<i>[Signature]</i> Harry J. Saxton Deputy GM Programs	<i>9/29/00</i> Date
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Approved By <i>Kenneth W. Powers</i> Kenneth W. Powers Contracting Officer	<i>9/29/00</i> Date	<i>[Signature]</i> Steven D. Liedle General Manager	<i>9/29/00</i> Date
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**Performance Objective**

Safely complete all hydrogeologic investigation wells and all new well development, testing, and sampling in support of the UGTA project during the FY within scope, schedule, and cost parameters .

**Performance Measure**

BN will drill and install production casings in wells and complete development, testing, and sampling of all new wells identified in the DOE/NV approved Task Plans within scope, and within EM Project Control Systems (EMPCS) cost and schedule thresholds as defined in the fee schedule.

**FY 2001 DOE/NV PERFORMANCE EVALUATION AND MEASUREMENT PLAN  
BECHTEL NEVADA – CONTRACT NUMBER DE-AC08-96NV11718  
EM01-02 Continued**

<b>Expectation 1</b>		<b>Available Fee - \$394,000</b>
Complete all wells (hole drilled and production casing installed) identified in the DOE/NV approved Task Plan.		
<b>Validation Requirements</b>		
The cumulative time and cost of completion will be reviewed and agreed upon between BN and DOE/NV. The amount of fee earned related to the planned drilling program will be based on the cumulative time and cost of completion in accordance with the approved EMPCS cost and schedule as shown below.		
<b>Fee Schedule</b>		
Fee is eligible to be earned at the end of the performance period in which the planned drilling program is to be completed.		
<b>Approved EMPC Cost and Schedule Table UGTA Drilling</b>		
<b><u>Cost</u></b>		
EMPC costs minus 10%		100%
For cost below budget Fee increases 1% for every 1% below budget in range from 0% to minus 10%		
EMPC costs 0% (not greater than budget)		90%
EMPC costs plus 10%		80%
Fee decreases 1% for every 1% above budget in the range from 0% to plus 10%		
EMPC costs plus 20%		40%
Fee decreases 4% for every 1% above budget in the range from plus 10% to 20%		
EMPC cost plus 20.01%		0%
Fee decreases to 0% for costs above 20% of budget		
<b><u>Schedule</u></b>		
EMPC schedule plus 10%		100%
EMPC schedule plus 20%		40%
Fee decreases 6% for every 1% behind schedule in the range from plus 10% to 20%		
EMPC schedule plus 20.01%		0%
Fee decreases to 0% if behind schedule greater than 20%		
<b>FEE EARNED IS THE LOWER OF THE TWO PERCENTAGES CALCULATED ABOVE FOR COSTS AND SCHEDULE.</b>		

**FY 2001 DOE/NV PERFORMANCE EVALUATION AND MEASUREMENT PLAN  
BECHTEL NEVADA – CONTRACT NUMBER DE-AC08-96NV11718  
EM01-02 Continued**

**Expectation 2**

**Available Fee - \$394,000**

Complete all new development, testing & sampling (sample pump installed and initial sample obtained) identified in the DOE/NV approved Task Plan.

**Validation Requirements**

The cumulative time and cost of completion will be reviewed and agreed upon between BN and DOE/NV. The amount of fee earned related to the well development and testing program will be based on the cumulative time and cost of completion in accordance with the approved EMPCS cost and schedule as shown below.

**Fee Schedule**

Fee is eligible to be earned at the end of the performance period in which the planned development, testing & sampling is to be completed.

**Approved EMPC Cost and Schedule Table UGTA Well Development and Testing**

**Cost**

EMPC costs minus 5%	100%
For cost below budget Fee increases 1% for every 1% below budget in range from 0% to minus 5%	
EMPC costs 0% (not greater than budget)	95%
EMPC costs plus 10%	80%
Fee decreases 1.5% for every 1% above budget in the range from 0% to plus 10%	
EMPC costs plus 20%	40%
Fee decreases 4% for every 1% above budget in the range from plus 10% to 20%	
EMPC cost plus 20.01%	0%
Fee decreases to 0% for costs above 20% of budget	

**Schedule**

EMPC schedule plus 10%	100%
EMPC schedule plus 20%	40%
Fee decreases 6% for every 1% behind schedule in the range from plus 10% to 20%	
EMPC schedule plus 20.01%	0%
Fee decreases to 0% if behind schedule greater than 20%	

**FEE EARNED IS THE LOWER OF THE TWO PERCENTAGES CALCULATED ABOVE FOR COSTS AND SCHEDULE.**



**FY 2001 DOE/NV PERFORMANCE EVALUATION AND MEASUREMENT PLAN  
BECHTEL NEVADA – CONTRACT NUMBER DE-AC08-96NV11718  
EM01-02 Continued**

**Definitions/Clarifications**

1. Approved DOE/NV Task Plans will be subject to configuration controls.
2. BN will not be penalized for missed milestones impacted by external factors out of their control.

**Performance Achievement for Period Ending March 31, 2001**

*Brief Narrative of Performance Achieved*

DOE Division Director \_\_\_\_\_ Date \_\_\_\_\_

DOE Designated Official:

\_\_\_\_\_  
Carl P. Gertz  
Assistant Manager for Environmental Management  
Date \_\_\_\_\_

DOE/NV Contracts:

\_\_\_\_\_  
Melody C. Bell  
Director, CMD  
Date \_\_\_\_\_

Approved By:

\_\_\_\_\_  
Kenneth W. Powers  
Contracting Officer  
Date \_\_\_\_\_

**FY 2001 DOE/NV PERFORMANCE EVALUATION AND MEASUREMENT PLAN**  
**BECHTEL NEVADA – CONTRACT NUMBER DE-AC08-96NV11718**  
**EM01-02 Continued**

**Performance Achievement for Period Ending September 30, 2001**

*Brief Narrative of Performance Achieved*

DOE Division Director \_\_\_\_\_ Date \_\_\_\_\_

DOE Designated Official:

\_\_\_\_\_  
Carl P. Gertz

\_\_\_\_\_  
Date

Assistant Manager for Environmental Management

DOE/NV Contracts:

\_\_\_\_\_  
Melody C. Bell

\_\_\_\_\_  
Date

Director, CMD

Approved By:

\_\_\_\_\_  
Kenneth W. Powers

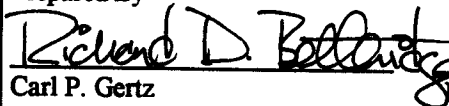
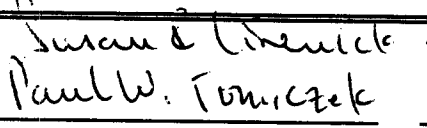
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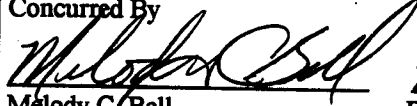
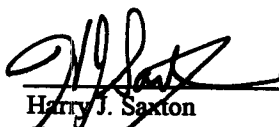
Contracting Officer

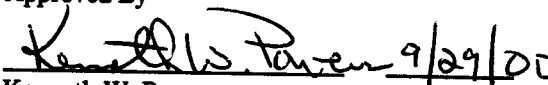



**FY 2001 DOE/NV PERFORMANCE EVALUATION AND MEASUREMENT PLAN  
BECHTEL NEVADA – CONTRACT NUMBER DE-AC08-96NV11718**

<b>DOE PBI NO. EM01-03</b>	<b>AVAILABLE FEE    \$394,000    2%</b>
<b>PBI FY 01 SCORECARD</b>	<b>WEF Operations</b>
<b>Program Area</b>	<b>Program Performance</b>
<b>NV Strategic Objective</b>	<b>Meet the intent of the FY01 Life Cycle Baseline to ship TRU waste to WIPP within scheduled time frames.</b>

Prepared By	
 9/29/2000	 9/29/00
Carl P. Gertz AM Environmental Management	Paul W. Tomiczek Assistant GM Environmental Management

Concurred By	
 9/29/00	 9/29/00
Melody C. Bell Director CMD	Harry J. Saxton Deputy GM Programs

Approved By	
 9/29/00	 9/29/00
Kenneth W. Powers Contracting Officer	Steven D. Liedle General Manager

<b>Performance Objective</b>
The objective is to ensure that an appropriate safety authorization basis is in place for the WEF and TRU Pad Cover Building (TPCB) for FY 2001, and the FY 2001 drum repacking schedule meets commitments in the Site Treatment Plan (STP).

<b>Performance Measure 1</b>
By November 15, 2000, BN will deliver to DOE/NV for approval the final appropriate Safety Authorization Basis documentation for continued operation of the WEF and TPCB during FY 2001. DOE/NV will approval the Safety Authorization Basis by January 1, 2001.

**FY 2001 DOE/NV PERFORMANCE EVALUATION AND MEASUREMENT PLAN  
BECHTEL NEVADA – CONTRACT NUMBER DE-AC08-96NV11718  
EMO1-03 Continued**

<b>Expectation 1</b>	<b>Available Fee - \$98,500</b>
<p>BN will develop and implement a safety authorization basis for the WEF and the TPCB, which will enable processing of drums, for subsequent TRU Waste shipments to WIPP</p> <p><b>Validation Requirements</b> BN will provide a quality Safety Basis document meeting the DOE requirements for approval.</p> <p><b>Fee Schedule</b> DOE approval of the BN Safety Authorization Basis documentation for the WEF. This fee is available at the end of the first period.</p>	
<b>Performance Measure 2</b>	
<p>BN will repack by September 30, 2001, the number of drums in accordance with the DOE/NV approved Task Plan.</p>	
<b>Expectation 2</b>	<b>Available Fee - \$295,500</b>
<p>BN will repack the number of drums identified in the Site Treatment plan (STP) and the DOE/NV approved Task Plan.</p> <p><b>Validation Requirements</b> The repacking of TRU drums will be validated by DOE and the WEF records.</p> <p><b>Fee Schedule</b> Twenty-five percent (25%) of the total number of drums identified in the DOE/NV approved Task Plan will be repacked during the first half of FY01. This fee is available at the end of the first period. (\$98,500 of available fee)</p> <p>All of the total drums identified in the DOE/NV approved Task Plan will be repacked during FY01. This fee is available at the end of the second period. (\$197,000 of available fee)</p>	

**FY 2001 DOE/NV PERFORMANCE EVALUATION AND MEASUREMENT PLAN  
BECHTEL NEVADA – CONTRACT NUMBER DE-AC08-96NV11718  
EMO1-03 Continued**

**Definitions/Clarifications**

1. 100% of drums repacked at the Visual Examination and Repackaging Building by August 31, 2001 will be validated by the end of Fiscal Year 2001. This includes all drums repacked/processed by both BN and WEF vendor.
2. Approved DOE/NV Task Plans will be subject to configuration controls.
3. BN will not be penalized for missed milestones impacted by external factors out of their control.

**Performance Achievement for Period Ending March 31, 2001**

*Brief Narrative of Performance Achieved*

DOE Division Director \_\_\_\_\_ Date \_\_\_\_\_

DOE Designated Official:

\_\_\_\_\_  
Carl P. Gertz  
Assistant Manager for Environmental Management  
Date \_\_\_\_\_

DOE/NV Contracts:

\_\_\_\_\_  
Melody C. Bell  
Director, CMD  
Date \_\_\_\_\_

Approved By:

\_\_\_\_\_  
Kenneth W. Powers  
Contracting Officer  
Date \_\_\_\_\_

**FY 2001 DOE/NV PERFORMANCE EVALUATION AND MEASUREMENT PLAN  
BECHTEL NEVADA – CONTRACT NUMBER DE-AC08-96NV11718  
EMO1-03 Continued**

**Performance Achievement for Period Ending September 30, 2001**

*Brief Narrative of Performance Achieved*

DOE Division Director \_\_\_\_\_ Date \_\_\_\_\_

DOE Designated Official:

\_\_\_\_\_  
Carl P. Gertz  
Assistant Manager for Environmental Management  
Date \_\_\_\_\_

DOE/NV Contracts:


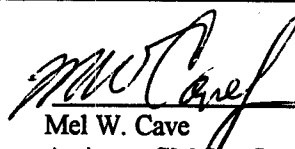
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Melody C. Bell  
Director, CMD  
Date \_\_\_\_\_


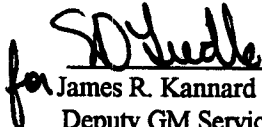
Approved By:



\_\_\_\_\_  
Kenneth W. Powers  
Contracting Officer  
Date \_\_\_\_\_

**FY 2001 DOE/NV PERFORMANCE EVALUATION AND MEASUREMENT PLAN  
BECHTEL NEVADA - CONTRACT NUMBER DE-AC08-96NV11718**

<b>TOPS01-01</b>	<b>Available Fee     \$1,970,000                      10%</b>
PBI FY 01 Score Card	Removal of Assets/ Enhance Asset Management
Program Area	Facility Operations
Strategic Objective Cross Reference/Goal	Ensure the physical infrastructure and facilities are operational, safe, secure, compliant and that a defined state of readiness is sustained at all facilities. (NS 3)
NV Strategic Objective	Improve efficiencies and enhance capabilities of the NTS for National Security Work.

Prepared By			
	<u>9/29/00</u>		<u>9/29/00</u>
Kathy D. Izell	Date	Mel W. Cave	Date
AM Technical Services		Assistant GM Site Services	

Concurred By			
	<u>9/29/00</u>		<u>9/29/00</u>
Melody C. Bell	Date	for James R. Kannard	Date
Director CMD		Deputy GM Services	

Approved By			
	<u>9/29/00</u>		<u>9/29/00</u>
Kenneth W. Powers	Date	Steven D. Liedle	Date
Contracting Officer		General Manager	

**Performance Objective**

Reduce the cost of doing business.

**Performance Measure**

Demonstrate ability to effectively reduce NV asset base thereby reducing costs.



**FY 2001 DOE/NV PERFORMANCE EVALUATION AND MEASUREMENT PLAN  
BECHTEL NEVADA - CONTRACT NUMBER DE-AC08-96NV11718  
TOPS01-01 Continued**

<b>Expectation 1      Total Available Fee - \$790,000</b>			
Reduce the number of physical assets at the NTS/NLV in accordance with the latest DOE approved Facilities Disposition Plan.			
<b>Validation Requirement</b>			
Remove 50 buildings from NTS/NLV based on utilization, maintenance costs, condition and future requirements in FY 01 in accordance with current DOE/NV approved Facilities Disposition Plan. The reporting period for this performance measure is the end of FY 01.			
<b>Fee Schedule</b>			
0 - 29	Facilities	0%	Fee
30 - 34	Facilities	50%	Fee
35 - 40	Facilities	75%	Fee
41 - 49	Facilities	90%	Fee
≥ 50	Facilities	100%	Fee

<b>Expectation 2      Total Available Fee - \$590,000</b>			
Reduce the heavy fleet vehicle footprint.			
<b>Validation Requirement</b>			
During FY 2001 BN will remove 50 pieces of heavy fleet vehicles. Removal is verified by official removal from BN Property Records.			
<b>Fee Schedule</b>			
0 - 29	Vehicles	0%	Fee
30 - 39	Vehicles	50%	Fee
40 - 49	Vehicles	90%	Fee
≥ 50	Vehicles	100%	Fee

**DOE/NV PERFORMANCE EVALUATION AND MEASUREMENT PLAN  
BECHTEL NEVADA - CONTRACT NUMBER DE-AC08-96NV11718  
TOPS01-01 Continued**

**Expectation 3    Total Available Fee - \$590,000**

Reduce the excess/surplus personal property cycle to 210 days.

**Validation Requirement**

Reduce the average time it takes to dispose of excess property, with the goal of disposing 90% of the items within 210 days. The start date will be the date the item is received in the Investment Recovery (Excess Property) Center and the ending date will be the date the items receives its final disposition in Sunflower Assets. Calculations will be derived from the Excess Assets, Excess Assets with Review Ending Dates, and Excess Assets Activity Summary by Asset Type Sunflower Reports.

**Fee Schedule**

≤     210 Day Cycle	100%	Fee
209 - 220 Day Cycle	75%	Fee
221 - 229 Day Cycle	50%	Fee
≥     230 Day Cycle	0%	Fee

**Definition/Clarifications**

BN will not be penalized for external factors such as defaults on sales that would increase the time-line for disposal or the disposal of High Risk excess property.

**Performance Achievement for Period Ending March 31, 2001**

*(Provide brief narrative of performance achieved)*

DOE Division Director	_____	_____
		Date

DOE Designated Official:	_____	_____
	Kathy D. Izell	Date
	Assistant Manager for Technical Services	

DOE/NV Contracts:	_____	_____
	Melody C. Bell	Date
	Director, CMD	

Approved By:	_____	_____
	Kenneth W. Powers	Date
	Contracting Officer	

**FY 2001 DOE/NV PERFORMANCE EVALUATION AND MEASUREMENT PLAN  
BECHTEL NEVADA - CONTRACT NUMBER DE-AC08-96NV11718  
TOPS01-01Continued**

**Performance Achievement for Period Ending September 30, 2001**

*Brief Narrative of Performance Achieved*

DOE Division Director \_\_\_\_\_ Date \_\_\_\_\_


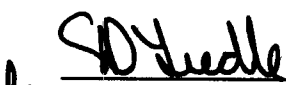
DOE Designated Official: \_\_\_\_\_ Date \_\_\_\_\_  
Kathy D. Izell  
Assistant Manager for Technical Services


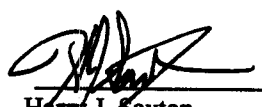
DOE/NV Contracts: \_\_\_\_\_ Date \_\_\_\_\_  
Melody C. Bell  
Director, CMD



Approved By: \_\_\_\_\_ Date \_\_\_\_\_  
Kenneth W. Powers  
Contracting Officer

**FY 2001 DOE/NV PERFORMANCE EVALUATION AND MEASUREMENT PLAN  
BECHTEL NEVADA – CONTRACT NUMBER DE-AC08-96NV11718**

<b>TOPS01-02</b>	<b>Available Fee</b> <b>\$985,000</b> <b>5%</b>
<b>PBI FY 01 SCORECARD</b>	<b>Long Term ISM Maintenance</b>
<b>Program Area</b>	<b>Program Performance</b>
<b>NV Strategic Objective</b>	<b>Implement ISM at NTS.</b>

Prepared By  Kathy D. Izel AM Technical Services	Date 9/29/00	for  Nelson F. Cochrane Assistant GM Programs	Date 9/29/00
--	-----------------	---	-----------------

Concurred By  Melody C. Bell Director CMD	Date 9/29/00	 Harry J. Saxton Deputy GM Programs	Date 9/29/00
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Approved By  Kenneth W. Powers Contracting Officer	Date 9/29/00	 Steven D. Liedle General Manager	Date 9/29/00
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**Performance Objective**

Continue implementation of Integrated Safety Management (ISM) at Bechtel Nevada (BN) managed facilities.

**Performance Measure**

Validate that BN facilities are implementing ISM.

**FY 2001 DOE/NV PERFORMANCE EVALUATION AND MEASUREMENT PLAN  
BECHTEL NEVADA – CONTRACT NUMBER DE-AC08-96NV11718  
TOPS01-02 Continued**

Expectation 1	Available Fee - \$197,000
Conduct BN Management Assessments of each BN facility with an approved REOP to verify the following: <ul style="list-style-type: none"><li>- The REOP is current and approved.</li><li>- All training is complete.</li><li>- Associated Execution Plans are current and implemented.</li><li>- Hazard Assessment and Controls are current and the controls are effective and implemented.</li><li>- Work Control is implemented in the facility.</li><li>- Feedback and Lessons Learned are integrated into work controls.</li></ul>	
Validation Requirements	
Validation will be achieved based on the assessments completed.	
Fee Schedule	
BN will submit a schedule of all planned Management Assessments to DOE/NV by October 30, 2000. Available fee will be proportionally allocated at the mid-year and year-end periods based on the number of scheduled BN Management Assessments of facilities with approved REOPs. Fee earned will be graded based on the table below.	
<u>Target Completed</u>	<u>% of Fee Earned</u>
100% of the Facilities Completed	100%
80 - 99% of the Facilities Completed	80%
60 - 79% of the Facilities Completed	60%
50 - 59% of the Facilities Completed	40%
Less than 50% of the Facilities Complete	0%

**FY 2001 DOE/NV PERFORMANCE EVALUATION AND MEASUREMENT PLAN  
BECHTEL NEVADA – CONTRACT NUMBER DE-AC08-96NV11718  
TOPS01-02 Continued**

Expectation 2	Available Fee - \$394,000
Conduct BN Independent Assessments of 10 facilities to validate full implementation of ISM. These assessments will include participation of the appropriate NV Representative.	
1 - Area 3&5 RWMS (REOP, BN-0064). (Clayton)	
2 - Hazmat Spill Center (REOP, BN-0033-00). (Spahn)	
3 - Material Test Lab (REOP, BN 0024-00). (Montana)	
4 - Area 06 Craft Shops (REOP, BN-0064-00). (McClure)	
5 - A-1 Facility (REOP TBD). (TBD)	
<b>Validation Requirements</b>	
Completion will be validated by a BN Independent Assessment. The assessment criteria will be based on the ISM Phase II Core Expectations (DOE G 450.4-1A). An assessment with no major findings, (those which would put the worker, public, or environment in imminent danger), discovered by the assessment team, will be considered as full implementation.	
<b>Fee Schedule</b>	
All fee will be available at mid-year based on the target of 5 facilities completing ISM implementation validation. Fee earned will be graded based on the table below:	
<b>Target Completed</b>	<b>% of Fee Earned</b>
5 Facilities Completed	100%
4 Facilities Completed	80%
3 Facilities Completed	60%
2 or Less Facilities Completed	0%

**FY 2001 DOE/NV PERFORMANCE EVALUATION AND MEASUREMENT PLAN  
BECHTEL NEVADA – CONTRACT NUMBER DE-AC08-96NV11718  
TOPS01-02 Continued**

**Expectation 3**

**Available Fee - \$394,000**

Conduct BN Independent Assessments of 25 facilities to validate full implementation of ISM. Selection of the facilities will be based on the risk of the operations and selection of facilities with DOE NV project managers who were not involved in Expectation #2. These assessments will include participation of the appropriate NV Representative who will evaluate the effectiveness of the assessment.

- 1 - Rad Control Section (REOP, BN-0089-00). (Wheeler)
- 2 - Area 23 Maintenance shops (REOP, BN-0027-00). (Montana)
- 3 - High Intensity Source Bldg (REOP, BN-0061-00). (Leedon)
- 4 - Advanced Tech Bldg (REOP, BN-0031-00). (Montana)
- 5 - Electro Optics (REOP, BN-0017-00). (TDB)
- 6 - Livermore Operations (REOP, BN-0067-00). (Montana)
- 7 - Atlas Warehouse (REOP, BN-0035-00). (Grassmeier)
- 8 - Power and Comm Shop (REOP, BN-0053-00). (Montana)
- 9 - Fire Station (REOP, BN-0039-00). (Luna)
- 10 - Main Warehouse (REOP, BN-0068-00). (McDaniel)
- 11 - Motor Pool Maint (REOP, BN-0049-00). (Velo)
- 12 - STL (REOP, BN-0070-00). (Cooper)
- 13 - CP 160 Craft Shop (REOP, BN-0059-00). (Montana)
- 14 - Utility Warehouse (REOP, BN-0015-00). (Cohn)
- 15 - EPA Field Research (REOP, BN-0076). (Daigler)
- 16 - Utility Building (REOP, BN-0012-00). (Montana)
- 17 - Executive Bldg (REOP, BN-0028-00). (Lawrence)
- 18 - Mercury Switch Station (REOP, BN-0055-00). (DeLong)
- 19 - Env Rest (REOP, BN-0073-00). (Appenzeller-Wing)
- 20 - Batch Plant (REOP, BN-0063-00). (McClure)
- 21 - TRU Pad Cover Building (REOP, BN-0091-00). (Colarusso)
- 22 - Building 650 (REOP, BN-0060-00). (Bunn)
- 23 - Tech Services Building (REOP, BN-0097-00). (Penrod)
- 24 - Ramatrol (REOP, BN-0090-00). (Wheeler)
- 25 - Heavy Duty Facility (REOP, BN-0046-00). (Velo)

**Validation Requirements**

Completion will be validated by a BN Independent Assessment. The assessment criteria will be based on the ISM Phase II Core Expectations (DOE G 450.4-1A). An assessment with no major findings, (those which would put the worker, public, or environment in imminent danger), discovered by the assessment team, will be considered full implementation.

**Fee Schedule**

All fee will be available at year-end based on the target of 25 facilities completing ISM implementation validation. Fee earned will be graded based on the table below:

<b>Target Completed</b>		<b>% of Fee Earned</b>
25	Facilities Completed	100%
23 - 24	Facilities Completed	80%
21 - 22	Facilities Completed	60%
20 or Less	Facilities Completed	0%

**FY 2001 DOE/NV PERFORMANCE EVALUATION AND MEASUREMENT PLAN**  
**BECHTEL NEVADA – CONTRACT NUMBER DE-AC08-96NV11718**  
**TOPS01-02 Continued**

**Performance Achievement for Period Ending March 31, 2001**

*Brief Narrative of Performance Achieved*

DOE Division Director \_\_\_\_\_ Date \_\_\_\_\_

DOE Designated Official: \_\_\_\_\_ Date \_\_\_\_\_  
Kathy D. Izell  
Assistant Manager for Technical Services

DOE/NV Contracts: \_\_\_\_\_ Date \_\_\_\_\_  
Melody C. Bell  
Director, CMD

Approved By: \_\_\_\_\_ Date \_\_\_\_\_  
Kenneth W. Powers  
Contracting Officer

**Performance Achievement for Period Ending September 30, 2001**

*Brief Narrative of Performance Achieved*

DOE Division Director \_\_\_\_\_ Date \_\_\_\_\_

DOE Designated Official: \_\_\_\_\_ Date \_\_\_\_\_  
Kathy D. Izell  
Assistant Manager for Technical Services

DOE/NV Contracts: \_\_\_\_\_ Date \_\_\_\_\_  
Melody C. Bell  
Director, CMD

Approved By: \_\_\_\_\_ Date \_\_\_\_\_  
Kenneth W. Powers  
Contracting Officer



**FY 2001 DOE/NV PERFORMANCE EVALUATION AND MEASUREMENT PLAN  
BECHTEL NEVADA - CONTRACT NUMBER DE-AC08-96NV11718**

**10-1-01**

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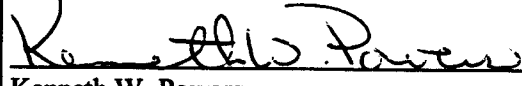
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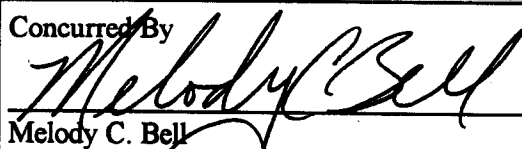
**AWARD FEE SCORECARD/SPECIAL EMPHASIS AREAS**

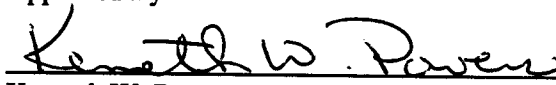
<b><u>Number</u></b>	<b><u>Title</u></b>
SEA 1	General Management
SEA 2	Enhance Operational Safety Culture
SEA 3	Reduce the Cost of Doing Business
SEA 4	Strengthen Business Management Systems and Processes
SEA 5	Enhance Security Activities
SEA 6	Enhance Support for WFO Activities
SEA 7	Maintain Capability to Support Resumption of Underground Testing
SEA 8	Environmental Management Activities
SEA 9	National Emergency Response Project Integration
SEA 10	Site Development Plan

**FY 2001 DOE/NV PERFORMANCE EVALUATION AND MEASUREMENT PLAN  
BECHTEL NEVADA – CONTRACT NUMBER DE-AC08-96NV11718**

<b>AWARD FEE SCORECARD</b>	
<b>SPECIAL EMPHASIS AREAS 1 - 10</b>	<b>AVAILABLE FEE 40%</b>

Prepared By  Kenneth W. Powers Contracting Officer	9/29/00 Date
--	-----------------

Concurred By  Melody C. Bell Director CMD	9/29/00 Date
---	-----------------

Approved By  Kenneth W. Powers Contracting Officer	9/29/00 Date
---	-----------------

Award Fee Special Emphasis Areas	
SEA 1	General Management
SEA 2	Enhance Operational Safety Culture
SEA 3	Reduce the Cost of Doing Business
SEA 4	Strengthen Business Management Systems and Processes
SEA 5	Enhance Security Activities
SEA 6	Enhance Support for WFO Activities
SEA 7	Maintain Capability to Support Resumption of Underground Testing
SEA 8	Environmental Management Activities
SEA 9	National Emergency Response Project Integration
SEA 10	Site Development Plan

**FY 2001 DOE/NV PERFORMANCE EVALUATION AND MEASUREMENT PLAN  
BECHTEL NEVADA – CONTRACT NUMBER DE-AC08-96NV11718  
SEA Scorecard Continued**

**Performance Achievement for Period Ending March 31, 2001**

DOE Designated Official:	Kenneth W. Powers Contracting Officer	Date
DOE/NV Contracts:	Melody C. Bell Director, CMD	Date
Approved By:	Kenneth W. Powers Contracting Officer	Date

**Performance Achievement for Period Ending September 30, 2001**

DOE Designated Official:	Kenneth W. Powers Contracting Officer	Date
DOE/NV Contracts:	Melody C. Bell Director, CMD	Date
Approved By:	Kenneth W. Powers Contracting Officer	Date

**FY 2001 DOE/NV PERFORMANCE EVALUATION AND MEASUREMENT PLAN  
BECHTEL NEVADA – CONTRACT NUMBER DE-AC08-96NV11718**

<b>FY 01 Special Emphasis Area 1</b>	<b>General Management Available Fee 15%</b>
<b>Program Area</b>	<b>General Management</b>
<b>DOE Designated Official</b>	<b>Kathleen A. Carlson Manager</b>

In addition to all activities considered under General Management, DOE/NV will specifically evaluate Bechtel Nevada's efforts in the following areas:

- **Business Management**

Streamline the BN organizational structure, addressing the staff to management ratio, the overall effectiveness of business development activities and producing quality and timely budget estimates.

- **Strategic Planning**

Team with the National Laboratories to develop strategies for the future of the NTS. This strategic planning should factor in all work currently being performed within the BN scope of work. Assign responsibility for implementing the strategies and provide a summary of the site vision and strategies to DOE and stakeholders.

- **Business Development**

Define a business development scope and organizational responsibilities which are consistent with strategic planning for the future use of the NTS. Identify targets of opportunity and pursue in FY 2001.

- **Conceptual Design**

Accelerate the completion of the BUSS Upgrade conceptual design report whereby, a high quality and complete conceptual design report is submitted to DOE/NV by December 15, 2000.

**FY 2001 DOE/NV PERFORMANCE EVALUATION AND MEASUREMENT PLAN  
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SEA 1 Continued**

- Nevada Operations Office 50<sup>th</sup> Anniversary Activities  
  
Support and participate in Nevada Operations Office 50<sup>th</sup> anniversary and Nevada Test Site Historical Foundation events that are currently scheduled for December 18, 2000 and January 27, 2001, and provide support to all “traveling exhibit” events that have been and will be established by the 50<sup>th</sup> anniversary project manager.
  
- Procurement Socioeconomic and Outreach Goals  
  
Increase procurement socioeconomic and outreach goals by mentoring small business through a BN monthly vendor day; attending local trade fairs/networking luncheons; and publicizing Procurement Outreach initiatives on the Procurement Website.
  
- Enhance working relationship among DOE/NV, national laboratories and other NTS users.  
  
Participate with laboratories and other NTS users in periodic partnering meetings to address areas of concern, communicate ideas for improvements/achievements and work to resolve areas of concern identified through partnering meetings or quarterly customer satisfaction surveys.
  
- Public Affairs/Community Outreach  
  
Develop and have approved by December 15, 2000, a public affairs/community outreach communication plan(s) that identifies opportunities, milestones, and specific events for outreach to communities surrounding the Nevada Test Site, and the Las Vegas area for Nevada Operations Office mission and support programs. By August 31, 2001, have accomplished and met all opportunities, milestones and specific events as outlined in approved outreach communication plan(s).

**Fee Schedule**

Award Fee is evaluated on a semi-annual basis. In determining the amount of award fee to be earned by Bechtel Nevada the Fee Determination Official will give special consideration to the Special Emphasis Areas.

**FY 2001 DOE/NV PERFORMANCE EVALUATION AND MANAGEMENT PLAN  
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<b>FY 01 Special Emphasis Area 2</b>	<b>Enhance Operational Safety Culture Available Fee 2%</b>
<b>Program Area</b>	<b>General Management</b>
<b>DOE Designated Official</b>	<b>Kathy D. Izell Assistant Manager for Technical Services</b>

**Performance Expectations**

- BN will continue to enhance operational safety by integrating ES&H into Line Management.
  - ▶ No unplanned worker exposure to radiation, chemical, or biological hazards.
  - ▶ Ensure that Environmental Compliance related planning and implementation procedures are fully integrated into all BN operations and projects.
  - ▶ Ensure timely notifications of potential environmental, safety, and health concerns with a strong emphasis on full and open disclosure for all operations to DOE/NV Line Management and the applicable Facility Representative.
  - ▶ Ensure all work is consistent with Work Smart Standards and Conduct of Operations principles emphasized in all aspects of work.
  - ▶ Fire Protection and Emergency Medical Services will be available in a timely manner to respond to fire or emergency medical situations.
  - ▶ For all BN operations of which BN is responsible for reporting (i.e., DTRA), meet the ORPs limit of 2 hours from time of determination to categorization and begin the reporting process in accordance with DOE O 232.1.a. BN will submit the Notification Occurrence Report (NOR) within 80 hours of the time of categorization.
  - ▶ All organizations that remove government property will follow the ES&H requirements of BN.

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SEA 2 Continued**

- BN will establish a Operations Office Pollution Prevention, Waste Minimization and Recycling Program.
  - ▶ Develop and ensure implementation of a P2 (Pollution Prevention, Waste Minimization, Recycling) Operations Office program and include BN off-site locations.
  - ▶ Ensure employee and management awareness of recycling goals and objectives.
  - ▶ Ensure complete and accurate hazardous materials/waste reduction and reporting as required by the RCRA Part B Permit.

**Fee Schedule**

Award Fee is evaluated on a semi-annual basis. In determining the amount of award fee to be earned by Bechtel Nevada the Fee Determination Official will give special consideration to the Special Emphasis Areas.

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<b>FY 01 Special Emphasis Area 3</b>	<b>Reduce the Cost of Doing Business Available Fee 10%</b>
<b>Program Area</b>	<b>General Management</b>
<b>DOE Designated Official</b>	<b>David L. Marks, Jr. Assistant Manager for Business and Financial Services</b>

**Performance Expectations**

- Achieve cost efficiencies and cost reductions at the NTS with specific emphasis on focus areas defined by DOE/NV while maintaining acceptable customer service levels. For each focus area, Bechtel Nevada will identify, with DOE/NV concurrence: baselines, timing, cost, and process for measuring reductions; and impact of reductions on customer service.

**Fee Schedule**

Award Fee is evaluated on a semi-annual basis. In determining the amount of award fee to be earned by Bechtel Nevada the Fee Determination Official will give special consideration to the Special Emphasis Areas.



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<b>FY 01 Special Emphasis Area 4</b>	<b>Strengthen Business Management Systems and Processes Available Fee 2%</b>
<b>Program Area</b>	<b>General Management</b>
<b>DOE Designated Official</b>	<b>David L. Marks, Jr. Assistant Manager for Business and Financial Services</b>

**Performance Expectations**

- Maintain an efficient and effective Financial Management System including, but not limited to:
  - ▶ Accurate and timely reporting of financial data.
  - ▶ Managing indirect variances within boundaries established by BN Indirect Performance Bands with which DOE/NV has concurred.
- Continue to support the DOE's Business Management Information Systems (BMIS) initiative in a cost effective manner.
- Meet all of the FY 01 performance measurement reporting criteria established by the Business Management Oversight Program (BMOP) in a cost effective manner.

**Fee Schedule**

Award Fee is evaluated on a semi-annual basis. In determining the amount of award fee to be earned by Bechtel Nevada the Fee Determination Official will give special consideration to the Special Emphasis Areas.

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<b>FY 01 Special Emphasis Area 5</b>	<b>Enhance Security Activities Available Fee 1%</b>
<b>Program Area</b>	<b>Facilities Management</b>
<b>DOE Designated Official</b>	<b>Kathy D. Izell Assistant Manager for Technical Services</b>

**Performance Expectations**

- Assure that each area maintains a viable security program by completing corrective action for all infractions, findings and/or deficiencies within an agreed upon time frame. Track findings/deficiencies in the formal, documented assessment tracking system.
- Conduct one self-assessment and Limited Scope of Performance Test at the North Las Vegas facility, Nevada Test Site, and Remote Sensing Laboratory each quarter.
- Conduct a self-assessment at each outlying area (LO, LAO, RSL-A, and STL) approximately six months before the scheduled DOE conducted annual Security Survey.
- Special emphasis on classified Automated Information Systems (Cyber Security) and protection & accountability of classified matter and magnetic media.
- Provide a compilation of reportable incidents during each reporting period.
- Coordinate with WSI to assure that effective protective measures are in place through the conduct of a 100 percent search of vehicles exiting the NTS on at least one occasion during the reporting period (i.e., one every six months).
- Conduct self-assessments of accountable property by randomly selecting from the sensitive property categories currently listed in BN's sensitive property inventory (12 items) and verify location and utilization of each item in the selected category.

**Fee Schedule**

Award Fee is evaluated on a semi-annual basis. In determining the amount of award fee to be earned by Bechtel Nevada the Fee Determination Official will give special consideration to the Special Emphasis Areas.

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<b>FY 01 Special Emphasis Area 6</b>	<b>Enhance Support for WFO Activities Available Fee 2%</b>
<b>Program Area</b>	<b>Program Performance</b>
<b>DOE Designated Official</b>	<b>Deborah D. Monette Assistant Manager for National Security</b>

**Performance Expectations**

- Effectively and efficiently support all Work For Others activities both on and off the NTS.
- Provide timely response to WFO requests, including cost estimates, to provide adequate time for the customer to evaluate project impacts and take appropriate action.
- Complete architectural and construction drawings for DTRA U12v tunnel complex.
- Complete initial Tactical Demilitarization Development (TADD) startup requirements as defined in the approved Project Execution Plan.

**Fee Schedule**

Award Fee is evaluated on a semi-annual basis. In determining the amount of award fee to be earned by Bechtel Nevada the Fee Determination Official will give special consideration to the Special Emphasis Areas.

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<b>FY 01 Special Emphasis Area 7</b>	<b>Maintain Capability to Support Resumption of Underground Testing Available Fee 3%</b>
<b>Program Area</b>	<b>Program Performance</b>
<b>DOE Designated Official</b>	<b>Deborah D. Monette Assistant Manager for National Security</b>

**Performance Expectations**

- BN will assess their capability to support a UGT within the 3 year Presidential mandate by performing a Decision Support Sysytem calculation based on a selected test scenario and document in the annual BN Test Readiness Assessment. The requirements for key and critical personnel, physical assets, and procedures/controls identified for the selected scenario will be verified by DOE and a summary of the results will be included in DOE's annual Readiness Completion Report.
- BN will develop and implement a workforce development plan that addresses the recommendations of the Chiles Commission to ensure the availability of a workforce with critical skills necessary to meet long-term program requirements.

**Fee Schedule**

Award Fee is evaluated on a semi-annual basis. In determining the amount of award fee to be earned by Bechtel Nevada the Fee Determination Official will give special consideration to the Special Emphasis Areas.

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<b>FY 01 Special Emphasis Area 8</b>	<b>Environmental Management Activities Available Fee 2%</b>
<b>Program Area</b>	<b>Facilities Operations</b>
<b>DOE Designated Official</b>	<b>Carl P. Gertz Assistant Manager for Environmental Management</b>

**Performance Expectations**

- Following the Contractor Requirements Document in the DOE/NV Radioactive Waste Manual (DOE/NV M 435.1-1), BN will assess, identify, document, establish, and implement the conditions for which radioactive waste management activities are performed. BN will certify by letter to DOE/NV that all the facilities have been assessed and appropriate data have been incorporated for the DOE/NV Site-Wide RWMB by March 5, 2001.
- Using a DOE/NV approved Corrective Action Plan, BN will deliver an updated WM baseline in compliance with DOE Order 430.1 and the DOE Internals Controls Checklist by the established milestone set in the FY 2001 Program Integration Task Plan within the cost/schedule threshold of the EM project control system.
- Using the DOE/NV approved EM baseline, BN will seek opportunities to apply innovative technologies for improvement of baseline performance.

**Fee Schedule**

Award Fee is evaluated on a semi-annual basis. In determining the amount of award fee to be earned by Bechtel Nevada the Fee Determination Official will give special consideration to the Special Emphasis Areas.

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<b>FY 01 Special Emphasis Area 9</b>	<b>National Emergency Response Project Integration Available Fee 1%</b>
<b>Program Area</b>	<b>Program Performance</b>
<b>DOE Designated Official</b>	<b>Deborah D. Monette Assistant Manager for National Security</b>

**Performance Expectations**

- Initiate and if possible, complete five (5) new research and development efforts that could be candidates for scientific and/or engineering achievement such as R&D 100 Award, Discovery Award, National Academy of Science Award or other equivalent acknowledged status, designation or accomplishment.
- The technology development activities will be evidenced through meeting the established criteria for candidate award submissions and associated correspondence that establishes the project/work acceptance. The actual receipt of the coveted award would warrant special consideration.

**Fee Schedule**

Award Fee is evaluated on a semi-annual basis. In determining the amount of award fee to be earned by Bechtel Nevada the Fee Determination Official will give special consideration to the Special Emphasis Areas.

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BECHTEL NEVADA – CONTRACT NUMBER DE-AC08-96NV11718**

<b>FY 01 Special Emphasis Area 10</b>	<b>Site Development Plan Available Fee 2%</b>
<b>Program Area</b>	<b>Facilities Operations</b>
<b>DOE Designated Official</b>	<b>Kathy D. Izell Assistant Manager for Technical Services</b>

**Performance Expectations**

- Devise, demonstrate through self-assessment, and institutionalize a systematic, routine process that identifies, prioritizes, and plans Line Item, General Plant Projects, major maintenance and repair projects, and infrastructure related ES&H activities that are aligned with the NTS strategic plan. Complete the FY 2001 site development planning major milestones and deliverables within the baselines established in the approved DOE/NV Task Plan.
- BN will issue a draft DOE/NV Site Development Plan for review and use in FY 2003 budget planning cycle, as well as publish the annual DOE/NV Site Development Plan as scheduled in the DOE/NV Task Plan.
- BN will complete planning and estimating for, and begin execution of, select activities (as defined in the revised task plan) to reduce the NTS footprint (physical assets maintained and land area where assets are located) in accordance with defined footprint reduction strategies as described in the annual DOE/NV Site Development Plan. The magnitude of reductions to be negotiated through revisions to the Task Plan after the draft Site Development Plan is submitted to DOE/NV.
- By October 31, 2000, BN will prepare an integrated list of NTS infrastructure acquisition, operation and maintenance, and disposal projects (Line Item Projects, General Plant Projects, significant OPEX Projects, infrastructure relate ES&H activities and ES&H Activity Data Sheets). The projects will be listed in decreasing order of the Capital Asset Management Plan (CAMP) rating scores, and formatted to meet DOE/NV needs. BN will coordinate and document changes to the list with DOE/NV.

**FY 2001 DOE/NV PERFORMANCE EVALUATION AND MEASUREMENT PLAN  
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SEA 10 Continued**

- BN will provide effective and cooperative participation, in development of the DOE/NV Site Development Plan, with DOE/NV, counterparts, and other stakeholders. As part of BN's self-assessment process, customer/stakeholder interviews will be conducted to determine the effectiveness of this partnering process. A formal self-assessment report will be delivered to DOE/NV by the date scheduled in the Site Development Plan Task Plan.

**Fee Schedule**

Award Fee is evaluated on a semi-annual basis. In determining the amount of award fee to be earned by Bechtel Nevada the Fee Determination Official will give special consideration to the Special Emphasis Areas.



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**10-1-01**

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**ATTACHMENT D -1  
PEMP CHANGE REQUEST FORM**

Performance Measure Number: .....Initiated by: [ ]DOE [ ]BN  
Performance Measure Description: .....ES&H Impacts: [ ]Yes [ ]No

**DESCRIPTION OF CHANGE**

Change from: \_\_\_\_\_ Change to: \_\_\_\_\_

Reason for change: \_\_\_\_\_

Impacts (Fully describe the impacts, such as Schedule, Monetary, Scope, Performance):  
\_\_\_\_\_

**Concurrence**

DOE/NV

BECHTEL NEVADA

\_\_\_\_\_  
DOE/NV Division Director

\_\_\_\_\_  
BN Assistant General Manager

\_\_\_\_\_  
Date

\_\_\_\_\_  
Date

\_\_\_\_\_  
DOE/NV Assistant Manager

\_\_\_\_\_  
Deputy General Manager/Assistant  
General Manager/Director

\_\_\_\_\_  
Date

\_\_\_\_\_  
Date

\_\_\_\_\_  
Other DOE/NV Concurrence (add as appropriate)

\_\_\_\_\_  
Date

**Approval**

DOE/NV Contracting Officer \_\_\_\_\_

\_\_\_\_\_  
Date

**FY 2001 DOE/NV PERFORMANCE EVALUATION AND MEASUREMENT PLAN  
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**10-1-01**

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**ATTACHMENT D - 2**

**INTERIM AWARD FEE REPORT FORM**  
*(First and Third Quarter Non-Fee Bearing Evaluations)*

PERFORMANCE AREAS: *(National Security, Business and Financial Services, Environmental Management, Technical Services, Public Affairs and Information)*

- I.      SIGNIFICANT ACHIEVEMENTS: *(Performance has exceeded expected standards.)*
  - A.
  - B.
- II.     AREAS REQUIRING IMPROVEMENTS: *(Any function or activity deemed as needing improvement. Must be supported by a discussion of what expectations are not being met including if applicable, change from previous satisfactory levels.)*
  - A.
  - B.
- III.    OPPORTUNITIES FOR EXCELLENCE: *(Identification of any function or activity, in addition to current special emphasis areas, that would have a substantial positive impact on NV operations.)*

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**10-1-01**

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**ATTACHMENT D - 3**

**AWARD FEE REPORT FORM**

*(Second and Fourth Quarter Semi-Annual Fee Bearing Evaluations)*

PERFORMANCE AREA: *(National Security, Business and Financial Services,  
Environmental Management, Technical Services, Public and Institutional Affairs)*

- I. SIGNIFICANT ACHIEVEMENTS: *(Performance has **exceeded** expected levels.)*
- A.
- B.
- II. AREAS REQUIRING IMPROVEMENTS: *(Any function or activity deemed as **needing improvement**. Must be supported by a discussion of what expectations are not being met including if applicable, change from previous satisfactory levels.)*
- A.
- B.
- III. OVERALL GRADE: *(In accordance with the Award Fee Grading Scale in PEMP, Part III section F.)*

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**10-1-01**

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**ATTACHMENT D - 4**

**PERFORMANCE MEASURES/EXPECTATIONS VALIDATION FORM**

**PERFORMANCE AREA** \_\_\_\_\_

*(National Security, Business and Financial Services, Environmental Management, Technical Services, Public and Institutional Affairs)*

**PERFORMANCE BASED INCENTIVE NO.** \_\_\_\_\_

1. Methodology for validating completion of Performance Measure/Expectation. *(Validator to provide a brief description of the method used to validate completion of Performance Measure/Expectation).*
  
2. Performance Measure/Expectation complete:    Yes   ☐   No   ☐
  
3. Provide a brief description of basis for response to Item 2. *(Clarifying remarks regarding completion, degree of completion or lack of completion of Performance Measure).*

\_\_\_\_\_  
DOE/NV Office/Division Director

\_\_\_\_\_  
Date

**FY 2001 DOE/NV PERFORMANCE EVALUATION AND MEASUREMENT PLAN  
BECHTEL NEVADA - CONTRACT NUMBER DE-AC08-96NV11718**

**10-1-01**

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**ATTACHMENT E  
GLOSSARY**

**Acronyms**

AFB	Award Fee Board
BN	Bechtel Nevada
CMD	Contracts Management Division
DO	Designated Official
DOE/HQ	DOE Headquarters
DOE/NV	DOE Nevada Operations Office
FDO	Fee Determination Official
FY	Fiscal Year
PEMP	Performance Evaluation and Measurement Plan
PI	Procedural Instruction

**Definitions**

1. Award Fee - The subjective fee component of Performance Fee.
2. Executive Council - For the purpose of this PEMP, DOE/NV senior management chartered with recommending BN earned fee to the Fee Determination Official (FDO).
3. Expected Performance Level - Meets agreed upon requirements and performance objectives.
4. Fee Determination Official - The final authority in determination of fee award to BN.
5. Incentive Fee - The objective fee component of Performance Fee.
6. Performance Expectation - The desired condition or target level of performance for each measure.
7. Performance Evaluation and Measurement Plan - A plan that includes scorecards that address performance fee and award fee performance requirements for a given FY.
8. Performance Fee - Fee for incentivizing superior performance which consists of both objective and subjective components; i.e., incentive fee and award fee.
9. Performance Measure - The quantitative method for characterizing performance.
10. Performance Measure Fee Rating Criteria - The left side of a scorecard used for development of milestones.
11. Performance Measure Fee Rating Report - The right side of a scorecard used for monitoring, and tracking of milestones.

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**10-1-01**

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**GLOSSARY Continued**

12. Performance Measure Fee Statement - A letter from BN to DOE/NV's Contracting Officer requesting authorization of drawdown of fee.
13. Performance Objective - A statement of desired results from an organization or activity.
14. Performance Period - The two specific periods for which the DOE/NV Executive Council evaluates BN's overall performance; October 1 through March 31, and April 1 through September 30.
15. Scorecard - Document identifying performance objectives, measures, and expectations. Also included in the score card are milestones, deliverables, dates, fee, etc., for each performance measure.
16. Special Emphasis Area - An area that is extremely important to DOE and DOE/NV.
17. Stretch Performance Level - Exceeds the expected quality and value associated with acceptable performance level.
18. Task Plan - The execution year baseline that serves as the agreement between BN and DOE/NV Task Plan Managers to perform a specific scope of work.

**References**

- DOE/NV Manual, "CONTRACTOR PERFORMANCE ADMINISTRATION," NV M 210X, dated August 2000
- U.S. Department of Energy Nevada Operations Office Contract with BN for Management and Operating Support for the Nevada Operations Office; Contract DE-AC08-96NV11718